

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## National Park Service: NPS (and below)

For 4th Quarter 2021 for period ending September 30, 2021

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Number of Complaints Filed	76	87	97	83	77	80
Number of Complainants	74	87	94	82	73	77
Repeat Filers	2	0	3	1	4	3

  

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	22	26	31	23	26	33
Color	9	8	11	9	12	10
Religion	1	2	2	3	6	3
Reprisal	39	34	49	38	40	41
Sex	23	37	32	31	34	26
PDA	1	3	0	0	0	1

National Origin	9	12	9	3	2	14
Equal Pay Act	0	0	0	0	0	0
Age	20	35	23	27	28	25
Disability	28	17	37	24	32	19
Genetics	0	0	0	1	0	0
Non-EEO	2	1	5	4	3	2
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	20	14	10	8	11	18
Assignment of Duties	8	12	5	12	6	8
Awards	1	3	0	1	1	0
Conversion to Full Time/Perm Status	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	6	2	0	4	3
Suspension	1	3	5	3	5	4
Removal	2	2	6	4	5	2
Other	0	0	0	0	0	0
Duty Hours	0	4	0	1	3	3
Perf. Eval./ Appraisal	8	10	6	9	6	3
Examination/Test	0	2	0	0	0	3
Harassment						
Non-Sexual	32	38	42	34	30	25

Sexual	4	1	3	3	4	1
Medical Examination	1	0	0	1	1	0
Pay including overtime	3	4	0	1	1	4
Promotion/Non-Selection	10	7	17	4	8	4
<b>Reassignment</b>						
Denied	1	0	1	0	0	0
Directed	0	3	5	4	2	3
Reasonable Accommodation Disability	10	4	11	8	11	5
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	2	0	1	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	2	0	2	0	1	0
Termination	3	7	5	3	6	7
Terms/Conditions of Employment	7	15	7	5	8	8
Time and Attendance	4	4	3	1	7	3
Training	2	2	1	5	3	2
<b>Other</b>						
User Defined - Other 1	0	1	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	197.67	184.92	146.95	169.08	155.99	166.32
Average number of days in final action	85.48	53.89	44.86	66.75	97.56	120.07
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	206.91	183.33	154.61	167.64	154.19	169.33
Average number of days in final action	18.00	36.20	31.26	61.94	81.13	63.60
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	191.35	186.03	138.25	172.13	159.72	156.50
Average number of days in final action	119.21	65.85	48.43	73.25	143.27	186.67
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	3	8	3	8	6	7
Average days pending prior to dismissal	202	128.13	94.33	123.75	120.67	149.14
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	6	6	6	2	9	9

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[illegible]

[illegible]

[illegible]

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Total complaints from previous Fiscal Years	82	76	90	75	61	54
Total Complainants	78	76	89	71	60	52
<b>Number complaints pending</b>						
Investigation	1	0	0	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	75	75	87	71	50	52
Final Agency Action	7	1	2	6	11	2
Appeal with EEOC Office of Federal Operations	32	14	16	13	20	16
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-30
	2016	2017	2018	2019	2020	
Pending Complaints Where Investigations Exceed Required Time Frames	6	0	2	1	0	0